



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS
OFFICE OF THE ADJUTANT GENERAL - CALIFORNIA NATIONAL GUARD
9800 GOETHE ROAD - P.O. BOX 269101
SACRAMENTO, CALIFORNIA 95826-9101

September 6, 2005

The Adjutant General

Employers of California National Guard Soldiers/Airmen

Dear Employer:

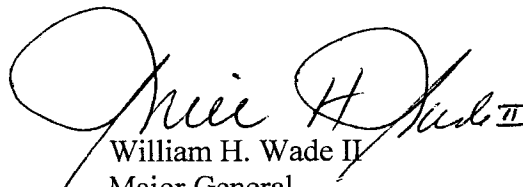
As the commander of the California National Guard, I would like to personally thank you for your support of our Soldiers and Airmen who have deployed in support of Hurricane Katrina. I can't tell you how much your support means to our efforts in providing emergency support to those affected by this devastating natural disaster. We must do everything possible to alleviate our service members' concerns at home, so they can focus on the mission at hand and return home safely to their families and the jobs they had when they left to serve our fellow Americans.

For many, this is not the first time you have had one or more of your employees called to serve our State or Nation in a time of crisis. I assure you that we will bring our service members, your employees, home as soon as we can, based on the requirement of this crucial mission.

I have also enclosed information on the Uniformed Services Employment and Reemployment Rights Act (USERRA), should you have any questions regarding your rights and responsibilities regarding the reemployment of reservists who have been mobilized. If you have any further questions, please contact Jerrold Jurin, my Employer Support of the Guard and Reserve (ESGR) Program Coordinator, at (916) 854-3106.

Thank you for your support.

Sincerely,


William H. Wade II
Major General
The Adjutant General

Enclosure

YOUR JOB IS PROTECTED!



As a uniformed service member, you have rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA), Title 38, Chapter 43, United States Code.

Your Rights:

- ☐ Military leave of absence (includes weekend drills, required training, all involuntary service and up to five years of voluntary service)
- ☐ Prompt reinstatement back into your job
- ☐ Accumulation of seniority, including pension plan benefits
- ☐ Reinstatement of health insurance, regardless of pre-existing conditions
- ☐ Training or retraining of job skills, including accommodations for disabled
- ☐ Protection against discrimination

Your Responsibilities:

- ☐ Before reporting for duty: Provide prior notice to employer (preferably in writing)
- ☐ While performing duty: Serve under honorable conditions
- ☐ After release from duty: Return to work in a timely manner (see timetable)

Reemployment Timetable:

Less than 31 days of service

-Report next work day after safe travel home and 8 hours of rest

31-180 days of service

-Apply for reinstatement within 14 days of release from active duty

Over 180 days of service

-Apply for reinstatement within 90 days of release from active duty

How to Resolve an Employment Issue:

- ☐ Inform your unit/military chain of command
- ☐ Contact ESGR (via contact info above or email at: ncesgr-ombud@osd.mil)
- ☐ If not resolved, contact the Department of Labor (1-866-4-usa-dol or www.dol.gov)
- ☐ May consult a private attorney (at own expense, may preclude ESGR assistance)

How to Recognize Your Employer:

- ☐ Nominate them for an award from ESGR
- ☐ Go to the ESGR web site at: www.esgr.mil
- ☐ Click on 'Military Members' and then 'Reward Your Employer'
- ☐ Fill out and submit the award nomination form right on line!

Other Helpful Web Sites:

- ☐ www.soc.aascu.org, information for college students
- ☐ www.sba.gov/vets, information for small business owners
- ☐ www.tricare.osd.mil, information on TRICARE coverage
- ☐ www.nmfa.org, information on military family programs
- ☐ www.militaryonesource.com, on-line counseling, information and resources

Employer Support of the Guard and Reserve
1-800-336-4590 * DSN 426-1386 * www.esgr.mil